

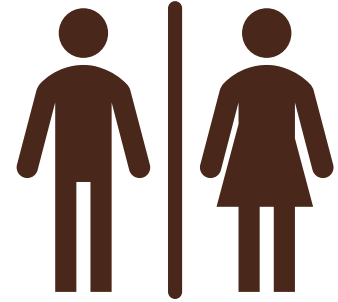


Keogh's Crisps

Gender Pay Gap Report 2025



Keogh's Crisps Gender Pay Gap Report 2025



Keogh's Crisps – Gender Pay Gap report 2025

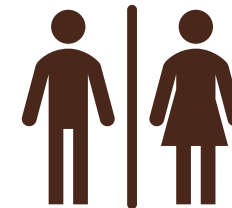
A gender pay gap shows the difference in the average pay between all men and women in a workforce, irrespective of their role and level in the organisation. A gender pay gap indicates a gender representation gap.

A gender gap report is not an equal pay gap report. An equal pay gap would refer to any pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

We are sharing our Gender Pay Gap Report for 2025 in line with the Gender Pay Gap Information Act, 2021. Snapshot taken 30th June, 2025



WHAT IS THE GENDER PAY GAP REPORT

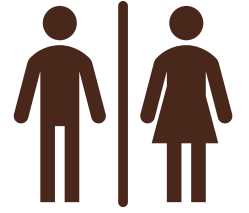


The gender pay gap represents the difference between the average hourly pay of male and female employees.

- The **mean gender pay gap** is the % difference between the mean female hourly pay and the mean male hourly pay.
- The **median gender pay gap** is the % difference between the middle earning females hourly pay and the middle earning male's hourly pay.
- **Gender Bonus Gap** measures the difference in bonus payments received between all males and females in the business.
- **Benefit in Kind** shows the proportion of all males and females in the business who receive BIK and is shown as a percentage.
- **Pay Quartiles** this measures how many male and females are represented in each quarter of the Business when sorted by pay from highest to lowest across all levels of the Business.



Gender Pay Gap Report Results



Hourly Pay Gap

Full-Time	Part-Time	Temp
Mean 8.28% In favour of Females	Mean 1.91% In favour of Females	Mean 5.98% In favour of Males
Median 7.14% In favour of Females	Median 11.11% In favour of Females	Median 2.78% In favour of Males

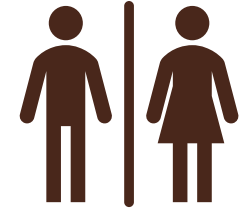
Gender Bonus

Bonus Gap	Proportion receiving Bonus
Mean 16.4% In favour of Males	18.33% Females
Median 16.68% In favour of Males	15.49% Males

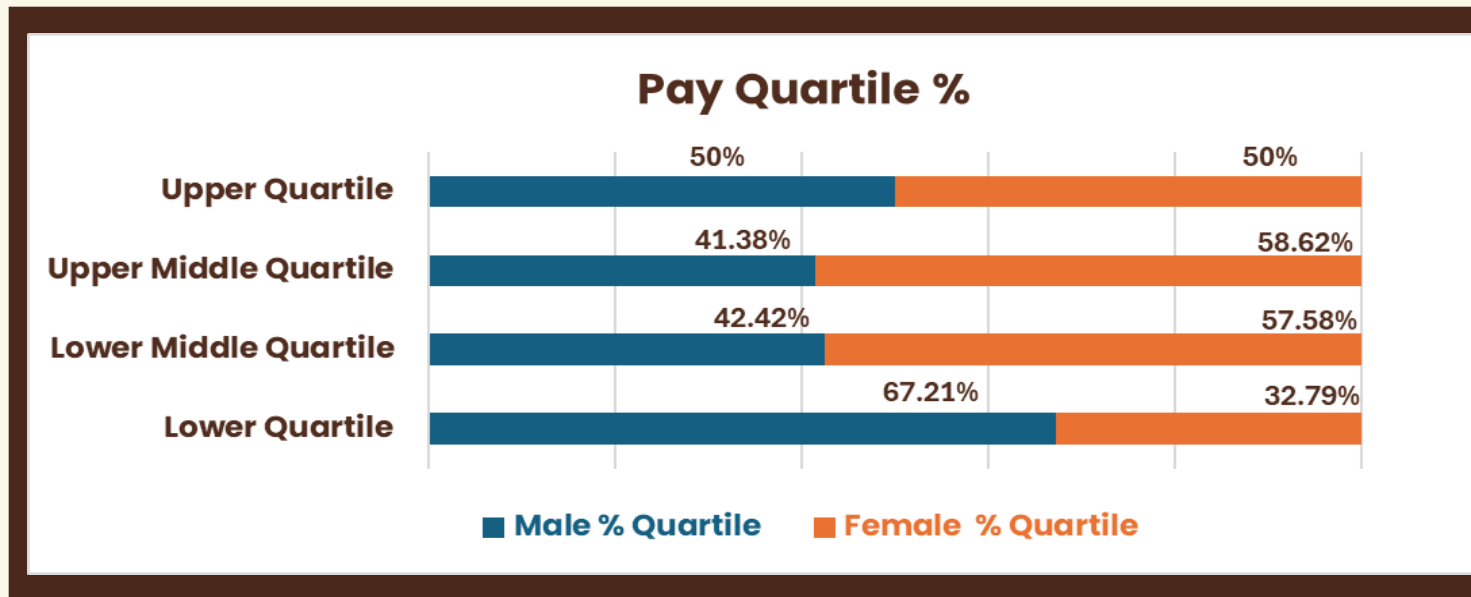
Benefit in Kind

Proportion with BIK Payment
6.67% of Females
7.04% of Males

Gender Pay Gap Report Results



Pay & Quartiles



Pay Quartiles

This measures how many Male and Females are represented in each quarter of the business when sorted by pay from highest to lowest.

This gives insight into the gender representation at all levels of the business.



Keogh's
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